For the United States to compete in a global economy, more people need to receive quality education and training after high school that gives them relevant, in-demand skills.

Employers need talent.

- 40% of U.S. employers have difficulty finding enough qualified candidates, or other candidates beyond a high school diploma, to fill open positions.
- $4,129 is the average job turnover rate in the United States.
- 18% of working adults say they are not aware of whether their employer offers tuition reimbursement.
- 18% of employees offered tuition assistance programs, yet only 2–5% of eligible employees sign up.

Tuition-assistance programs can help—if employees use them.

- 49% of employees offered tuition-assistance programs, and participating employees saw wage gains 41–50% higher than peers who did not use the benefit.
- 43% of working adults say they are not aware of whether their employer offers tuition reimbursement.

Employees saved money.

- The companies Accenture studied saved millions through higher worker retention as a result of internal promotions and transfers.
- Discover Financial Services saved $2.44 for each dollar invested in tuition reimbursement.
- Participating employees experienced wage gains 41–50% higher than peers who did not use the benefit.
- The health insurance giant Cigna saved $2.29 for each dollar invested—and participating employees saw wage gains from 43–57%.

This is the opportunity.

With more than 40 million people working in the United States without a college degree, certificate, or other credential beyond a high school diploma, tuition assistance and similar talent programs create opportunities to develop people in-house with desired skills.

Investing in employee education benefits everyone.

- Tuition-assistance programs are often considered an employee benefit expense, but research by global consulting firm Accenture shows investing in employee education delivers benefits to businesses and individuals.
- Investing in employee education benefits everyone.
- Besides earning credentials and job experience, employees also said their use of tuition assistance to advance their education increased:
  - Confidence
  - Motivation
  - Knowledge and skills
  - Recognition and support from managers and colleagues
  - Their sense of personal achievement
- With more than 40 million people working in the United States without a college degree, certificate, or other credential beyond a high school diploma, tuition assistance and similar talent programs create opportunities to develop people in-house with desired skills.
- Employees need talent.
- Employees saved money.
- Employees felt better.
- Employees gain skills and opportunities for career advancement. Employers build more qualified workforces and buttress their bottom lines.
- Investing in talent pays off.

Learn more at luminafoundation.org/talent.